

The State Bar of California
2020 Employee Annual Salary Ranges by Job Classification

| Classification Title | Unit | Effective Date** | Minimum Annual Salary | Maximum Annual Salary |
|--------------------------------------|----------|------------------|-----------------------|-----------------------|
| Attorney | Attorney | 1/1/2020 | \$ 102,341 | \$ 153,387 |
| Senior Attorney | Attorney | 1/1/2020 | \$ 117,692 | \$ 176,401 |
| Supervising Attorney | Attorney | 1/1/2020 | \$ 129,466 | \$ 194,038 |
| Administrative Assistant I | General | 1/1/2020 | \$ 54,561 | \$ 72,744 |
| Administrative Assistant II | General | 1/1/2020 | \$ 60,013 | \$ 80,022 |
| Administrative Assistant II* | General | 1/1/2020 | \$ 60,013 | \$ 89,684 |
| Administrative Supervisor | General | 4/20/2020 | \$ 81,783 | \$ 109,052 |
| Clinical Rehabilitation Coordinator | General | 1/1/2020 | \$ 71,937 | \$ 95,907 |
| Clinical Rehabilitation Coordinator* | General | 1/1/2020 | \$ 71,937 | \$ 102,809 |
| Court Specialist | General | 4/20/2020 | \$ 72,041 | \$ 95,984 |
| Court Specialist* | General | 4/20/2020 | \$ 72,041 | \$ 102,809 |
| Financial Analyst | General | 1/1/2020 | \$ 81,798 | \$ 109,060 |
| Fiscal Services Specialist | General | 1/1/2020 | \$ 64,745 | \$ 86,319 |
| General Services Specialist I | General | 1/1/2020 | \$ 52,450 | \$ 69,912 |
| General Services Specialist II | General | 1/1/2020 | \$ 58,275 | \$ 77,675 |
| General Services Specialist III | General | 1/1/2020 | \$ 64,745 | \$ 86,319 |
| Investigator I | General | 1/1/2020 | \$ 71,812 | \$ 95,746 |
| Investigator II | General | 1/1/2020 | \$ 78,991 | \$ 105,322 |
| Investigator III | General | 1/1/2020 | \$ 86,890 | \$ 115,854 |
| IT Analyst I | General | 1/1/2020 | \$ 75,861 | \$ 101,136 |
| IT Analyst I* | General | 1/1/2020 | \$ 75,861 | \$ 112,832 |
| IT Analyst II | General | 1/1/2020 | \$ 84,282 | \$ 112,376 |
| IT Analyst II* | General | 1/1/2020 | \$ 84,282 | \$ 125,236 |
| IT Business Systems Analyst I | General | 1/1/2020 | \$ 75,861 | \$ 101,136 |
| IT Business Systems Analyst II | General | 1/1/2020 | \$ 84,282 | \$ 112,376 |
| IT Business Systems Analyst II* | General | 1/1/2020 | \$ 84,282 | \$ 112,832 |
| IT Support Technican I | General | 1/1/2020 | \$ 58,237 | \$ 77,650 |
| IT Support Technican II | General | 1/1/2020 | \$ 64,696 | \$ 86,269 |
| Legal Secretary I | General | 4/20/2020 | \$ 57,289 | \$ 76,381 |
| Legal Secretary II | General | 4/20/2020 | \$ 63,014 | \$ 84,023 |
| Legal Secretary III | General | 4/20/2020 | \$ 66,170 | \$ 88,222 |
| Office Assistant I | General | 1/1/2020 | \$ 44,513 | \$ 59,343 |
| Office Assistant II | General | 1/1/2020 | \$ 48,960 | \$ 65,280 |
| Office Assistant III | General | 1/1/2020 | \$ 54,561 | \$ 72,744 |
| Office Assistant III* | General | 1/1/2020 | \$ 54,561 | \$ 77,319 |
| Paralegal | General | 4/20/2020 | \$ 65,805 | \$ 87,675 |
| Paralegal* | General | 4/20/2020 | \$ 65,805 | \$ 93,583 |
| Paralegal Supervisor | General | 1/1/2020 | \$ 68,447 | \$ 91,250 |
| Probation Case Specialist | General | 1/1/2020 | \$ 64,745 | \$ 86,319 |
| Program Analyst | General | 1/1/2020 | \$ 81,798 | \$ 109,060 |
| Program Analyst* | General | 1/1/2020 | \$ 81,798 | \$ 118,473 |

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| Program Assistant I | General | 1/1/2020 | \$ 47,196 | \$ 62,920 |
| Program Assistant II | General | 1/1/2020 | \$ 52,450 | \$ 69,912 |
| Program Assistant II* | General | 1/1/2020 | \$ 52,450 | \$ 77,319 |
| Program Assistant III | General | 1/1/2020 | \$ 58,275 | \$ 77,675 |
| Program Assistant III* | General | 1/1/2020 | \$ 58,275 | \$ 85,065 |
| Program Coordinator | General | 1/1/2020 | \$ 71,937 | \$ 95,907 |
| Program Specialist | General | 1/1/2020 | \$ 64,745 | \$ 86,319 |
| Program Specialist* | General | 1/1/2020 | \$ 64,745 | \$ 102,809 |
| Program Supervisor | General | 1/1/2020 | \$ 98,987 | \$ 131,963 |
| Public Information Officer | General | 1/1/2020 | \$ 81,798 | \$ 109,060 |
| Public Service Representative I | General | 1/1/2020 | \$ 44,389 | \$ 59,194 |
| Public Service Representative II | General | 1/1/2020 | \$ 48,835 | \$ 65,106 |
| Public Service Representative III | General | 1/1/2020 | \$ 53,717 | \$ 71,626 |
| Senior Administrative Assistant | General | 1/1/2020 | \$ 63,019 | \$ 84,021 |
| Senior Administrative Assistant* | General | 1/1/2020 | \$ 63,019 | \$ 93,583 |
| Senior Financial Analyst | General | 1/1/2020 | \$ 89,983 | \$ 119,977 |
| Senior IT Analyst | General | 1/1/2020 | \$ 88,505 | \$ 118,002 |
| Senior IT Analyst* | General | 1/1/2020 | \$ 88,505 | \$ 138,064 |
| Senior IT Business Systems Analyst | General | 1/1/2020 | \$ 88,505 | \$ 118,002 |
| Senior Program Analyst | General | 1/1/2020 | \$ 89,983 | \$ 119,977 |
| Translator-Interpreter | General | 1/1/2020 | \$ 71,937 | \$ 95,907 |
| Assistant Chief Trial Counsel | Executive | 1/1/2020 | \$ 157,138 | \$ 235,520 |
| Chief Administrative Officer | Executive | 1/1/2020 | \$ 185,816 | \$ 278,506 |
| Chief Financial Officer | Executive | 1/1/2020 | \$ 185,816 | \$ 278,506 |
| Chief of Mission Advancement | Executive | 1/1/2020 | \$ 185,816 | \$ 278,506 |
| Chief of Programs | Executive | 1/1/2020 | \$ 185,816 | \$ 278,506 |
| Chief Trial Counsel | Executive | 1/1/2020 | \$ 185,816 | \$ 278,506 |
| Controller | Executive | 1/1/2020 | \$ 140,917 | \$ 187,890 |
| Court Counsel | Executive | 1/1/2020 | \$ 157,138 | \$ 235,520 |
| Deputy Chief Trial Counsel | Executive | 1/1/2020 | \$ 168,924 | \$ 253,194 |
| Deputy General Counsel | Executive | 1/1/2020 | \$ 168,924 | \$ 253,194 |
| Director, General Services | Executive | 1/1/2020 | \$ 155,014 | \$ 206,681 |
| Director, Human Resources | Executive | 1/1/2020 | \$ 155,014 | \$ 206,681 |
| Executive Director | Executive | 1/1/2020 | \$ 267,500 | \$ 267,500 |
| Finance Manager | Executive | 1/1/2020 | \$ 117,059 | \$ 156,057 |
| General Counsel | Executive | 1/1/2020 | \$ 185,816 | \$ 278,506 |
| IT Director | Executive | 1/1/2020 | \$ 170,514 | \$ 227,348 |
| IT Manager I | Executive | 1/1/2020 | \$ 108,886 | \$ 145,165 |
| IT Manager III | Executive | 1/1/2020 | \$ 125,827 | \$ 167,757 |
| Manager, General Services | Executive | 1/1/2020 | \$ 108,886 | \$ 145,165 |
| Program Director I | Executive | 1/1/2020 | \$ 140,917 | \$ 187,890 |

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| Program Director II | Executive | 1/1/2020 | \$ 155,014 | \$ 206,681 |
| Program Director III | Executive | 1/1/2020 | \$ 170,514 | \$ 227,348 |
| Program Manager I | Executive | 1/1/2020 | \$ 108,886 | \$ 145,165 |
| Program Manager II | Executive | 1/1/2020 | \$ 117,059 | \$ 156,057 |
| Program Manager III | Executive | 1/1/2020 | \$ 125,827 | \$ 167,757 |
| Program Manager III* | Executive | 1/1/2020 | \$ 125,827 | \$ 171,983 |
| Special Assistant Chief Trial Counsel | Executive | 1/1/2020 | \$ 168,924 | \$ 253,194 |
| Administrative Assistant I | Confidential | 1/1/2020 | \$ 54,561 | \$ 72,744 |
| Administrative Assistant II | Confidential | 1/1/2020 | \$ 60,013 | \$ 80,022 |
| Administrative Supervisor | Confidential | 1/1/2020 | \$ 81,783 | \$ 109,052 |
| Attorney I | Confidential | 1/1/2020 | \$ 93,038 | \$ 139,439 |
| Attorney II | Confidential | 1/1/2020 | \$ 102,341 | \$ 153,387 |
| Attorney III | Confidential | 1/1/2020 | \$ 117,692 | \$ 176,401 |
| Attorney III | Confidential | 1/1/2020 | \$ 117,692 | \$ 182,622 |
| Attorney IV | Confidential | 1/1/2020 | \$ 129,466 | \$ 194,038 |
| Financial Analyst | Confidential | 1/1/2020 | \$ 81,798 | \$ 109,060 |
| Fiscal Services Specialist | Confidential | 1/1/2020 | \$ 64,745 | \$ 86,319 |
| Human Resources Analyst | Confidential | 1/1/2020 | \$ 81,798 | \$ 109,060 |
| Human Resources Coordinator | Confidential | 1/1/2020 | \$ 71,937 | \$ 95,907 |
| Human Resources Specialist | Confidential | 1/1/2020 | \$ 64,745 | \$ 86,319 |
| Human Resources Supervisor | Confidential | 1/1/2020 | \$ 98,987 | \$ 131,963 |
| IT Analyst I | Confidential | 1/1/2020 | \$ 75,861 | \$ 101,136 |
| IT Analyst I* | Confidential | 1/1/2020 | \$ 75,861 | \$ 109,123 |
| IT Analyst II | Confidential | 1/1/2020 | \$ 84,282 | \$ 112,376 |
| Legal Secretary I | Confidential | 1/1/2020 | \$ 57,289 | \$ 76,381 |
| Legal Secretary II | Confidential | 1/1/2020 | \$ 63,014 | \$ 84,023 |
| Legal Secretary III | Confidential | 1/1/2020 | \$ 66,170 | \$ 88,222 |
| Paralegal | Confidential | 1/1/2020 | \$ 65,805 | \$ 87,675 |
| Principal Financial Analyst | Confidential | 1/1/2020 | \$ 108,886 | \$ 145,165 |
| Principal Human Resources Analyst | Confidential | 1/1/2020 | \$ 108,886 | \$ 145,165 |
| Principal Program Analyst | Confidential | 1/1/2020 | \$ 108,886 | \$ 145,165 |
| Principal Program Analyst* | Confidential | 1/1/2020 | \$ 108,886 | \$ 158,845 |
| Program Analyst | Confidential | 1/1/2020 | \$ 81,798 | \$ 109,060 |
| Program Coordinator | Confidential | 1/1/2020 | \$ 71,937 | \$ 95,907 |
| Program Supervisor | Confidential | 1/1/2020 | \$ 98,987 | \$ 131,963 |
| Senior Administrative Assistant | Confidential | 1/1/2020 | \$ 63,019 | \$ 84,021 |
| Senior Administrative Assistant* | Confidential | 1/1/2020 | \$ 63,019 | \$ 90,275 |
| Senior Financial Analyst | Confidential | 1/1/2020 | \$ 89,983 | \$ 119,977 |
| Senior Human Resources Analyst | Confidential | 1/1/2020 | \$ 89,983 | \$ 119,977 |
| Senior Human Resources Analyst* | Confidential | 1/1/2020 | \$ 89,983 | \$ 131,963 |
| Senior Program Analyst | Confidential | 1/1/2020 | \$ 89,983 | \$ 119,977 |

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* In 2017 the State Bar completed a comprehensive classification and compensation study. A new job classification system and a new compensation structure were implemented for Executive and Confidential staff in July 2017, and for represented staff (Attorney Unit and General Unit) in January 2018. Those employees whose prior salaries exceeded the maximum annual salary of their new classifications were “red circled,” i.e., they retained their prior, higher salaries. Employees may receive wages in excess of the maximum of the salary range for their position in the following instances: (i) They are red-circled as stated above; (ii) If a red-circled employee is granted a promotion to a job classification with a higher salary range, but his or her red-circled salary still exceeds the salary maximum for the promotional position, that employee shall receive a 5% salary increase at the time of the promotion; or (iii) Every employee who expressly has and routinely exercises supervisory authority over subordinate employees shall earn at least a 5% wage differential over his or her highest paid subordinate employee. This standard applies even when a supervising employee is red-circled. An asterisk indicates a classification with a higher maximum salary for one or more “red circled” employees, with the actual maximum salary noted.

** Adopted by the Board of Trustees on November 14, 2019